

LA-UR-21-21279

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Title: XCP-DWG LGBTQ+ Issues Overview

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Intended for: Diversity and outreach, such as the American Physical Society (APS)
Inclusion, Equity, and Diversity Alliance (IDEA)

Issued: 2021-02-11

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XCP-DWG LGBTQ+ Issues Overview

Grant David Meadors¹

1. XCP-8

2020 September 17 (JD 2459110)

LGBTQ+ issues in STEM

Asked about *LGBT/STEM*: primarily lived *experience*, not *expertise*



↑ My first-author papers in (astro)physics

↑ My first-author papers in diversity & inclusion 2 / 15

LGBTQ+ issues in STEM

From my own perspective,...

Asked to do recent interview about **LGBTQ+** issues in STEM
(with Royal Astronomical Society of Canada) **LANL-approved!**

- 1 Path to career
from amateur astronomy to physics
- 2 How identity intersected with career
demands of science, support nets, openness (next slide)
- 3 What aspects of community make safe/included? Improvement
sometimes welcoming, melioristic (see climate reports)
- 4 What to pass on to 2SLGBTQ+ students on similar path?
curiosity, community, exploration
- 5 What kinds of projects involved with over career?
*LIGO + LVC Allies, 500 QS, LGBTSTEMDay, OzGrav EDC,
now XCP-DWG*

Identity intersections

*We all make sacrifices
Of parts of our person & lives
For a successful career in science

For someone struggling to be
Recognized as being a person (who they are)
Sometimes sacrifice is an awfully big request*

- What is your support net as a scientist?
(for me, mainly colleagues)
- How much room does 'scientist' identity occupy?
Did it displace anything?
- How much harder for those not 'default' image of scientists?

Identity intersections

Example:

Name

some LGBTQIA+ scientists/engineers/mathematicians

Besides historical figures?

Science career ↔ Stay closeted

How many were dismissed?

(Lavender Scare – until 1995-08-02)

Identity intersections: marginalization

Marginalization goes by many names:

passing,
assimilation,
'fitting in',
'toning it down',

all ask people to be complicit in own oppression

distinct from overt outside danger,
thankfully rarer here and now,
(not nonexistent),
still in living memory of many LGBTQIA+ people,
affected by life experience/background

Identity intersections: effects today

Under-representation:

- Cech, *LGBT professionals workplace experiences in STEM-related federal agencies*. 2015 ASEE Ann Conf, pp. 26-1094
<https://peer.asee.org/24431.pdf>
- Cech & Pham, *Queer in STEM organizations: Workplace disadvantages for LGBT employees in STEM related federal agencies*. Soc Sci 6 (2017) 12
<https://www.mdpi.com/2076-0760/6/1/12/pdf>

Leaving STEM fields:

- Hughes, *Coming out in STEM: Factors affecting retention of sexual minority STEM students*. Sci Adv 4 (2018) eaao6373
<https://dx.doi.org/10.1126/sciadv.aao6373>

Exclusion from opportunities to present work:

- Tulloch, *Improving sex and gender identity equity and inclusion at conservation and ecology conferences*. Nature Eco Evo (2020) 1-10
<https://doi.org/10.1038/s41559-020-1255-x>

Re: 'Intersectionality' – please go read (it's free)

Kimberlé Crenshaw,

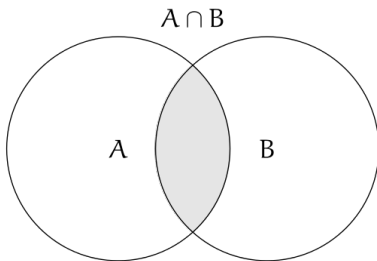
'Demarginalizing the intersection of race and sex:
a black feminist critique of antidiscrimination doctrine,
feminist theory, and antiracist politics' (1989)

<https://philpapers.org/archive/CREDTI.pdf>

In general $A \cap B \neq A + B$

Paper uses 'intersection' \sim traffic intersection

→ responsibility for collision at intersection $>$ sum of parts



more: C. Prescod-Weinstein, 'Decolonising Science Reading List'

What now?

So what do we do?

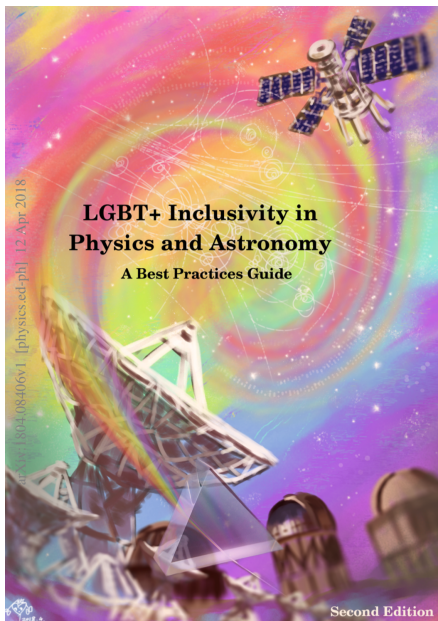
Thank you for asking!

Professionals in science, engineering, math:

→ we want to make things better!

(but situation is very uneven
across institutions
and LGBTQIA+ spectrum)

LGBTQ climate reports: LGBT+Physicists 2014, 2018



LGBTQ climate reports: APS 2016

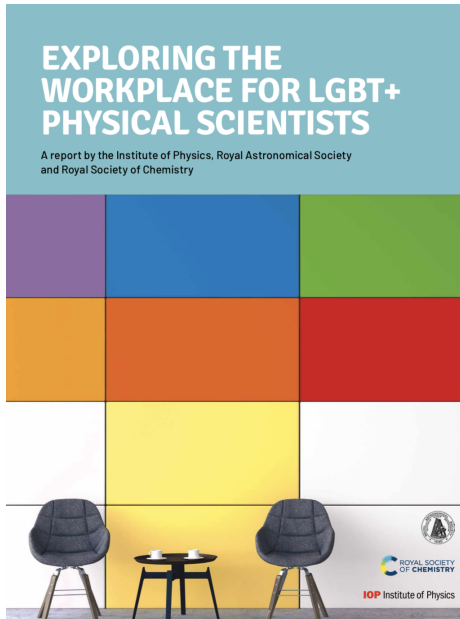
LGBT Climate in Physics

BUILDING AN
INCLUSIVE
COMMUNITY



AMERICAN PHYSICAL SOCIETY

LGBTQ climate reports: IOP 2019



Climate reports by major professional societies

LGBT+Physicists Best Practices Guides (2014 and 2018),
https://lgbtphysicists.org/physics_resources.html

APS LGBT+ Climate in Physics Report (2016),
<https://www.aps.org/programs/lgbt/index.cfm>

IOP Exploring the Climate Report (2019),
[https://beta.iop.org/about/publications/
exploring-the-workplace-for-lgbtplus-physical-scientists](https://beta.iop.org/about/publications/exploring-the-workplace-for-lgbtplus-physical-scientists)

⇒ Summary for STEM workplaces:

- Welcome/inclusion to counter closeted expectations:
not invisible, *not* isolated, *not* irrelevant
- Safety & accessibility, bathrooms, pronouns, support initiatives
- Community networking & visible role-models, empowerment
mentoring, allyship, advocacy

No matter your job (student/postdoc/staff/manager),
you are a leader to somebody

Conclusion

No matter your job (student/postdoc/staff/manager),
you are a leader to somebody

→ *Resources at lab including PRISM*



→ *oSTEM conference November/LGBTSTEM Day November 18*
Don't be afraid to ask!

Acknowledgments

*Thanks to the XCP-DWG, chairs Jen Alwin and Karlene Maskaly
for inviting this talk, and to Gowri Srinivsan
for support within XCP-8*